

## **Study of international mentoring and coaching practices and their constructive application in the Russian system of corporate education and training**

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### **Abstract**

© 2016 Masalimova. The relevance of the research stems from dissimilarities between domestic and foreign experiences of mentoring and coaching in corporate education and training related to the methods and techniques aimed not only at transmitting mentor's professional experience to young professionals but also at identifying and developing mentees' potential, and supporting their careers. In this regard, the researchers tried to identify adaptive educational and training potential of international mentoring experience under the current conditions. The most valid approach to study this issue is an integrative approach that involves integration of domestic and international techniques and their constructive implementation into the Russian corporate training system with regard to best traditions existing in this country, realities and requirements of modern industry. The paper considers the features and characteristics of the following techniques used in international mentoring and coaching: coaching (unlocking the person's potential), e-coaching (coaching online), tutoring (supporting the learning process, discussing the experience of knowledge transfer into practice), shadowing (observing the mentor in daily activities), supervision (supervising mentee's professional activities and assessing his competencies levels). The authors have determined conditions for their further implementation into the Russian national system of corporate education. The analysis of international mentoring and coaching techniques, presented in the paper, may be used as a guide when developing mechanisms and algorithms of constructive extrapolation of the elements in the national system of corporate education, preserving its best traditions.

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### **Keywords**

Coaching, Constructive application, Corporate education, International experience, Mentoring